

REPORT OF ADVISORY
COUNCIL COMMITTEE

ON

LOCAL
RECONSTRUCTION
ORGANISATIONS.

Presented to Parliament by Command of His Majesty.

LONDON :
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1919.

MINISTRY OF RECONSTRUCTION.

REPORT OF ADVISORY COUNCIL COMMITTEE ON LOCAL RECONSTRUCTION ORGANISATIONS.

To the Rt. Hon. SIR AUCKLAND GEDDES, K.C.B., M.P.,
Minister of National Service and Reconstruction.

Sir,

1. We have the honour to present the following Report :—

The terms of our reference were :—

“ To consider and suggest by what methods the Ministry of Reconstruction can most usefully assist and stimulate the formation and work of Local Reconstruction Organisations on the assumption that such organisations should be of spontaneous growth and should develop on the lines best adapted to local conditions independently of any direct control, or financial sanction by the Ministry.”

2. We have treated the word “reconstruction” in the widest sense, so as to include social as well as economic schemes of progress and improvement.

3. In approaching our terms of reference, we have found it necessary to form a clear idea of the functions which Local Reconstruction Organisations can usefully perform, consistently with the maintenance of the full responsibility of existing Local Authorities for the discharge of the duties which Parliament has entrusted to them. For this purpose we have, in the first place, made enquiry as to the work done, and proposed by existing Reconstruction Organisations and the experience which they have gained in their initial operations.

4. We issued a circular letter to the clerks of the County Councils and County Borough Councils in England and Wales, asking for information as to the L.R.A.S. existing in their areas, from them and from other quarters we have received numerous communications, and have had the opportunity of hearing evidence from the Presidents and Secretaries of several of these Local Organisations, and others.

5. There are already in existence several Local Reconstruction Associations, which are doing active work. These are established in Birmingham, Bristol, Devon and Cornwall, Liverpool, Stoke-on-Trent, Wales (North and South) and in Ireland. Others to our knowledge are in course of formation in Herefordshire and at Nottingham.

6. Some of these, *e.g.*, Stoke-on-Trent, and Devon and Cornwall, are concerned chiefly with economic questions ; others, *e.g.*, at *Birmingham and in Wales, interest themselves, in both social and economic questions.

7. From the evidence that we have received it appears that in nearly every case these Associations owe their inception to the initiative and enthusiasm of one or two individuals who called together other people likely to be interested in Reconstruction problems, and having discussed the question with them, formed Associations for these purposes.

* For Constitution, see Appendix (I).

8. The Associations from which we heard evidence were all formed before the signing of the Armistice, but all the witnesses were of the opinion that such organisations are needed even more after peace has been established than before.

9. The North Wales Branch of the Welsh National Association for Reconstruction is instructive, because it is concerned mainly with rural districts and problems. It has been in existence for over a year. It is quite distinct from the South Wales Branch, although keeping in touch with it. It will be noticed that this branch of Association covers an area of six counties. It works in very close connection with the University College of Bangor, and this co-operation is considered essential to its success. Committees have been set up in connection with :—

- (i) Agriculture ;
- (ii) Social Life in Villages ;
- (iii) Water Power ;
- (iv) Rural Industries.

(i) and (ii) This Branch sent to the Central Wages Board a Memorandum concerning the problem of " living in " of Agricultural labourers in their districts, also a Memorandum as a result of enquiries made by the Branch on the question of work and wages in agricultural areas. It also convened a Conference of District Councils on Housing, which passed Resolutions, which were sent to the Local Government Board.

(iii) Water Power.—The Branch arranged a Conference with the representatives of different County Councils, and prepared a Memorandum on the subject, and sent it to the Water Power Resources Committee of the Board of Trade. Witnesses were also sent to give evidence before that Committee, and were asked to obtain certain information for them.

(iv) Rural Industries.—A Committee was appointed to discover the existing facts as to these industries and the possibility of development in the area.

We have dealt at some length with the activities of this Branch, as it is a good example of the assistance that such a body can give in rural districts, in not only stimulating interest in pressing local problems, but also in supplying information to the Government and to Local Authorities. The close co-operation between this Branch and the statutory local bodies such as County Councils and District Councils is noteworthy.

10. The South Wales Branch is concerned more closely with urban questions, and divides its work into (a) Educational and (b) Research.

(a) Two large public meetings at Cardiff were convened with the Lord Mayor in the Chair, the first of which was addressed by the late Lord Rhondda, the Rt. Hon. J. H. Thomas, M.P., and Major Waldorf Astor, M.P. The second was addressed by Lord Leverhulme. In addition to these several Conferences were held.

(b) Three Committees were appointed to consider :—

- (i) The use and condition of leisure in coalfield areas ;
- (ii) Reorganisation of Public Services in Wales, on the basis of administrative devolution ;
- (iii) Establishment of Civic Guilds.

The rules and regulations of this Association are attached to this Report. Appendix (2).

11. In the previous paragraphs we have dealt with the question from the standpoint of an Association, that is mainly interested in the social side of the problem of Reconstruction. In this paragraph we deal with an Association that is mainly concerned with the economic side. The foundation of the Devon and Cornwall Association was almost entirely due to the enthusiasm of a single

individual. This Association has held several joint conferences of Employers and Trade Union officials, which have resulted in most important and interesting agreements as to what is desirable in labour conditions. A Conference was held on the subject of "The Ideal Day," and an unanimous decision was reached as to the conditions of such a day. An enquiry is now being held as to whether or not the local conditions of labour reach this agreed standard.

The constitution and list of publications of this Association are attached to this Report. Appendix (3).

12. As an instance of a similar organisation in a great city we can take the example of Bristol. This Association was formed in June, 1918, as a result of a conference held between leading employers and trade unionists, with these objects :—

- (i) To further generally the task of industrial Reconstruction ;
- (ii) To give effect to the recommendations contained in the report of the Conference held at " Penscot," Shipham, Somerset, on the 17th and 18th February, 1917 ;
- (iii) To promote better relations between employers and employees.
- (iv) To ascertain and consider, with a view of their removal, the causes which tend to create distrust and suspicion between employers and employees.
- (v) To encourage the organisation of industry so as to secure (a) joint control by the Associations of Employers and Employees ; and (b) economic security and an equitable share in the wealth produced to all engaged in the industry.
- (vi) To encourage an investigation in the various trades with the object of acquainting the employers and operatives of the real conditions prevailing in their respective industries ;
- (vii) To encourage more general industrial training for young persons on their entry into industry, so as to avoid undue specialisation during the period of adolescence.
- (viii) To encourage more careful instruction and training of supervisors, so as to ensure that the persons chosen shall possess both adequate technical knowledge and the requisite personal qualifications.
- (ix) To investigate industrial and social problems, both in their general and local aspects.

This Association has already discussed :—

Demobilisation and its problems.

The constitution and functions of Works Committees.

Finance in relation to industry.

The training of discharged soldiers and sailors returning to industry.

The problem of unemployment at the end of the war.

Proposals for giving better security of employment in industrial occupations.

Interim reports of the Whitley Committee.

Conferences have also been held during the week-ends at a hostel belonging to the Workers' Educational Association and the National Adult School Union, on the following subjects :—

1. Industrial situation.
2. Position of women in industry after the war.
3. Works Committees.
4. Boot and shoe industry.

Reports of these conferences have been published and issued. At the request of the Ministry of Reconstruction an exhaustive inquiry was conducted

into the future of apprenticeship and industrial training in the Bristol district. and as a result of the enquiry a report was submitted to the Ministry which was of the greatest assistance to them. The Association has set up a Local Arbitration Tribunal for the settlement of industrial disputes. The Tribunal has no official position and is entirely voluntary and experimental. Several leading employers and trade union branches have intimated their intention of making use of its machinery should the necessity arise.

The constitution and list of publications of this Association are attached to this Report. Appendix (4).

13. The Irish Reconstruction Association was formed as a result of meetings of business men and others in Dublin in November and December, 1918. It covers the whole country and membership is open to all men and women on payment of yearly subscriptions of £1.

The objects of the Association are :—

1. To organise, in order to protect, the interests of Ireland as an economic and social unit during the period of Reconstruction.
2. To examine critically all Reconstruction proposals concerning this country, and to formulate Reconstruction proposals for consideration in any sphere of industrial or economic life which does not seem to be receiving adequate attention.
3. To place before the industrial community of Ireland information on the creation and development of industries suitable to the circumstances of Ireland.

The Association proceeds by way of enquiry and propaganda. Sub-Committees have been appointed to consider the following subjects :—

Shipbuilding,
The allocation of raw materials,
Housing,
Agriculture and Forestry,
Provision of financial facilities for new and existing industries,
Transport,
Public Health,
The completion of land purchase,
Relations between capital and labour, and
Education.

A paid Secretariat is charged with the preparation of material for the use of those Sub-Committees and with the issue of penny pamphlets and leaflets.

The constitution and list of publications of this Association are attached to this Report. Appendix (5).

14. We have received evidence with regard to the organisation of voluntary social workers in Local Councils of Social Service, from the National Council of Social Service whose membership includes representatives and others selected from national and voluntary organisations and Government Departments.

Though the work which the National Council is undertaking does not strictly come within our terms of reference, certain Local Councils of Social Service, in particular the Liverpool Council of Voluntary Aid (*see* Appendix (6)), and similar organisations, have given consideration to the wider aspects of Social Reconstruction. We are of opinion that those who have already gained such experience of practical local problems, will be sympathetically inclined to and prepared to assist in the promotion of Local Reconstruction Associations, and that their experience will be of value in any local consideration of the problems of reconstruction.

15. In connection with our enquiry it seems relevant to point out that some 30 County Councils have now, in response to the Minister's Rural Development Enquiry, sent in schedules of schemes, a large number of which (8 in England and Wales and 9 in Scotland) specify the rural industries that might be promoted in their areas. While these consist principally of industries like basket-making, fruit preserving, dairying, etc., which are subsidiary to agriculture, horticulture or forestry, they also include many others of a more general nature such as fisheries, glove, lace, rope and sail making, the scientific treatment of peat and carcasses.

While we consider that it should be a part of the work of every County Council to enquire into and promote rural industries, such voluntary associations as we deal with in this Report might we think be useful in stimulating public opinion and in some cases actually initiating suitable industries in their districts.

16. The Committee heard evidence on the question of Village Social Councils, although this does not bear directly upon our reference, the evidence that was given was of such interest that we have thought it right to attach it to this Report. Appendix (7).

17. We think that Reconstruction Associations such as those described in the above paragraphs are doing very useful work in stimulating and moulding public opinion on questions of reconstruction. Many people have given much thought and consideration to social and economic work of different kinds during the war, and it would be a great pity if the experience which they have gained should be lost to the community. It is, we think, desirable that some organisation should exist through which they can act. It should be of a comparatively loose and flexible character, corresponding to the nature of the functions which it has to perform and which are connected with opinion rather than action. Many people for various reasons find it difficult to serve on local elective bodies, but would undoubtedly be pleased and ready to serve on Local Reconstruction Organisations.

18. We have found that in no case brought before us has there been any conflict between Local Reconstruction Associations and Local Authorities. We can see no reason why there should be any so long as the distinction between their functions is kept clearly in view. Local Authorities are concerned with administration, and their activities are limited by law. Further, they are strongly acted upon by the public opinion of their localities which they necessarily reflect, and their reaction upon it is comparatively weak.

We have not lost sight of the important part which Local Authorities have played in developing the local government of the country. But the war has brought forward many important questions, the solution of which may demand a very wide extension of the functions of Local Authorities, which is probably impracticable in the absence of an active and informed public opinion.

The stimulation of such an opinion might well be one of the functions of a Local Reconstruction Association. Such an Association would probably include members who would also be members of Local Authorities, and their experience of practical administration would be most valuable.

Many of the difficulties that occur arise through the Central Government not being sufficiently in touch with the local needs and desires and the local people being ignorant of the plans and suggestions of the Government. To some extent the same consideration applies to local governing bodies; it is essential that the Government should know the views of the localities, and the localities the views of the Government. A great deal could be achieved by these Associations holding meetings and distributing literature.

19. The existence of such a body would be most useful in forming a healthy opinion and interest in local matters and for the intelligent criticism and discussion of proposed schemes. Further, they could, with advantage, ascertain

and guide local opinion on national questions and form a channel of communication by which that opinion would reach the Government and their representatives in Parliament.

We are of the opinion that such Local Reconstruction Associations consisting of men and women of all sections of the community will help each section to realise the problems and difficulties of others. At the same time we are agreed that on the whole it is better that members should belong to these Associations as individuals, rather than as representative of any organised bodies. The councillor is then free to criticise his council, if necessary, and the employer and the trade unionist can express freer views if their opinions are binding only on themselves.

20. We found that none of the existing bodies desired either executive functions or Government control, and we are most strongly of the opinion that they should develop as stimulating, critical and advisory bodies, and be entirely free from Government control. We think that the Local Reconstruction Association should not receive from the Government any financial support, although when specific enquiries are undertaken by arrangement with any Government Department any necessary expenditure should be met by the Treasury.

21. It is clear that these Associations, although they should be free from Government control, should be in touch with some co-ordinating Department, and should be kept informed of Government proposals for social reconstruction. They should also be supplied with literature issued by the Government on these subjects. This was the unanimous view of the witnesses called before the Committee. We are also of the opinion that these Associations should be used by the Government to make certain specific local enquiries, *e.g.*, on water power, apprenticeship, rural industries, facilities for recreation and adult education, and that if used in this way a grant should be given to them for the specific enquiry. Such an enquiry would be beneficial not only to the department that obtains the information, but also to the members of the Association making it, as it would prove to them that their Association was furnishing practical aid to the Government.

22. It would seem desirable that these Associations should be brought into contact with each other, so that those in one part of the country may know what is being done by those in another part. This would be achieved if the different local Reconstruction Associations formed a Federation for mutual advice and assistance. This Federation would then be able to keep in touch with the Government and confer with them on any specific enquiry that any Department might require the Local Reconstruction Associations to make, and would receive from them literature or reports to circulate amongst their local Associations. The Federation also would be a source of information to those who wished to form other Reconstruction Associations in their own areas.

23. We therefore summarise our conclusions and recommendations :—

- (a) That the establishment of such Associations throughout the country is desirable.
- (b) That these Associations should be free from Government control.
- (c) That the area to be covered by these Associations should depend upon local circumstances, but that community of interest should be the guiding principle of selection rather than local boundaries.
- (d) That members should join their Association as individuals rather than as representatives of any existing bodies.
- (e) That, where possible, these Associations should work in close contact with the local Universities.

- (f) That a Federation of the Local Reconstruction Associations in the country should be formed, to include representatives of the different Associations throughout the country.
- (g) That some Government Department should keep in touch with the Federation if it is formed, and with the Local Associations, and supply them with the literature issued by the Government on social questions, and also with information on existing proposals.
- (h) That the Government might with advantage direct specific local enquiries to be made through the different Associations, and should, if necessary, bear the expense.

24. In conclusion, we desire to express our appreciation of the ability and industry with which Mr. St. John Hutchinson has performed the duties of Secretary to the Committee.

A. C. SANDBACH (*Major-General*),
Chairman.

LEWIS BEARD.

F. BRAMLEY.

FREDERIC G. D'AETH.

IDA GANDY.

S. C. GRUNDY.

H. HOBHOUSE.

B. H. HOLLAND.

HUGH LAW.

J. NEWLOVE.

W. G. ROBINSON.

ARNOLD S. ROWNTREE.

ST. JOHN HUTCHINSON,
Secretary.

31st March, 1919.

APPENDIX TO REPORT OF COMMITTEE ON LOCAL RECONSTRUCTION ORGANISATIONS.

(1) CONSTITUTION OF BIRMINGHAM RECONSTRUCTION LEAGUE.

1.—NAME. The Birmingham Reconstruction League.

2.—OBJECTS. The objects shall be to assist the work of national reconstruction, by providing a non-party centre in which representatives of organisations and individuals interested in Reconstruction may meet for the exchange of information and the co-ordination of their energies for more effective work.

3.—METHODS. The principal methods shall be :—

- (a) Collection of information.
- (b) Propaganda.
- (c) Co-operation with other organisations concerned with the questions undertaken.

4.—GOVERNMENT.

- (a) Officers : President, Vice-presidents, Chairman of Council, Treasurer, Financial Secretary and General Secretary.
- (b) Council : The officers, representatives of subscribers as per Rule 5, representatives of local organisations invited to co-operate in the work of the League, and not more than six other members co-opted by the Council.
- (c) Annual Meeting : To the annual meeting shall be summoned the officers, members of Council, the President and Secretary of each subscribing society, and individual subscribers.

The annual meeting shall appoint the officers and auditors, elect the representatives of individual subscribers, and confirm or otherwise the co-opted members and the organisations invited to co-operate.

The Council shall submit to the annual meeting a report and audited balance sheet.

A special general meeting (which shall be constituted in the same way as the annual meeting) may be called by Resolution of the Council, and shall be called on receipt of a requisition signed by not fewer than 25 individual subscribers or five societies.

5.—FINANCE. Subscriptions shall be invited from societies and individuals. Individual subscribers shall have power to elect at the annual meeting one representative to the Council for each 50 (or part of 50) subscribers.

THE FOLLOWING ARE THE BASES OF REPRESENTATION
AND CONTRIBUTION FOR THE ADMISSION OF SOCIETIES TO
MEMBERSHIP :—

Societies under	50 members	..	2/6	per annum and 1 delegate.
„	up to 150	„	5/0	„ „ 2 delegates.
„	200	„	7/0	„ „ 3 „
„	250	„	10/0	„ „ 4 „
„	over 250	„	12/6	„ „ 5 „

The maximum number of delegates to be five.

Individual Membership : A minimum subscription of 2s. 6d. per annum.

6.—ALTERATION OF RULES. Alterations of Rules shall be made only at an annual meeting or special general meeting called for the purpose, and at least 28 days' notice shall be given of any proposed alteration.

(2) CONSTITUTION OF WELSH NATIONAL ASSOCIATION FOR RECONSTRUCTION.

1. NAME.

The Association shall be known as the WELSH NATIONAL ASSOCIATION FOR RECONSTRUCTION.

2. OBJECTS.

The objects of the Association shall be :—

(a) To investigate problems of Reconstruction, with special regard to Welsh conditions, and to publish the results of these investigations.

(b) To frame proposals for Reconstruction, and to examine proposals put forward from other sources.

(c) To take appropriate action for influencing public opinion and public policy with reference to problems of Reconstruction.

(d) To secure public recognition of the need :—

1. For the awakening and development of the *Spirit of Service* in which everyone is recognised as belonging to one Brotherhood, having duties and rights in relation to the well-being of the nation as a whole, and in which religious, educational, industrial, political, and civic activities are regarded as essential features of the whole life of the community.
2. For the deepening of the sense of solidarity between all sections of the community.
3. For securing the fullest possible opportunity for the realization of the highest forms of personal life, and for the development of individual capacity.

3. CONSTITUTION.

The Association shall consist of and shall be administered through :—

(a) A National Council, which shall act as an authority for recognising, co-ordinating and assisting the several branches of the council, and representing the Association in matters affecting Wales as a whole.

(b) District branches which shall operate, respectively, over such areas in Wales and Monmouthshire as may from time to time be approved by the National Council.

(c) A Central Branch, which shall operate over the whole of Wales and Monmouthshire.

4. MEMBERSHIP AND AFFILIATION.

(a) Individuals who are in sympathy with the objects of the Association may at their option become members of either the Central Branch or of any of the District Branches of the Council, on payment of a minimum annual subscription of two shillings and sixpence, payable in advance. A member of the Central Branch may become a member of a district branch, and *vice versa*.

(b) Any institutions, associations, authorities, societies or unions may become affiliated to the association either through the district branches of their area or through the Central Branch on payment of a minimum annual subscription of half-a-guinea, and upon becoming affiliated shall be entitled to appoint five representatives as members of the district branch or the Central Branch as the case may be.

(c) The National Council shall consist of six representatives appointed by each of the branches (district and central) together with not more than 10 members of Association to be co-opted by the Council.

5. MANAGEMENT.

(a) Each branch may make such rules as shall be generally consistent with the Constitution of the Association, and appoint such Officers as may be thought fit, in each case, to further the objects of the Association in its own sphere.

(b) The National Council and each of the branches shall have power to appoint an Executive Committee, and to assign to such Committee any functions it may deem desirable, and the Executive Committee shall be empowered in each case to appoint such sub-committees as it may from time to time think fit. Membership of such sub-committees need not necessarily be confined to members of the Association.

(c) It shall be open to the Executive Committee of the National Council to approve *either* the formation of local branches in association with the district branches *or* the affiliation to the district branches of local guilds approved by them, *or* any other similar method of association with effort in localities within the areas of district branches.

(d) The National Council and its executive Committee shall assist the several Branches in all possible ways, and the branches shall send reports periodically for the information of the National Council as to their proceedings.

(e) In matters affecting the policy of any Welsh National or Local Authorities or Local Governing Bodies, the branches (District and Central) may, subject to the last preceding paragraph, take such steps as they may from time to time think fit. In matters affecting the policy of Governmental Authorities and other bodies of wide national importance, the final decision as to any steps to be taken on behalf of the Association shall rest with the National Council.

(f) The several branches shall be financed by membership and affiliation fees and by any contributions, donations, or bequests from any sources whatsoever. Each branch shall be financially self-supporting, subject to any assistance that it may be possible for the National Council to afford at its discretion.

6. ALTERATION OF CONSTITUTION.

No alteration in the constitution of the Association may be made except at a meeting of the National Council, notice of which must be given to all members of the National Council at least one month prior to the date of such meeting.

Publications.

First Annual Report, containing memorandum on :—

- (1) Board and Lodging supplied to Labourers by Farmers in Anglesey,
- (2) Village Reconstruction,
- (3) Water Power,

can be obtained at Nixon & Jarvis, Bank Place, Bangor.

(3) CONSTITUTION OF DEVON AND CORNWALL ASSOCIATION FOR INDUSTRIAL AND COMMERCIAL RECONSTRUCTION.

1. The Association shall be called "The Devon and Cornwall Association for Industrial and Commercial Reconstruction."

2. The objects of the Association shall be as follows :—

- (i) To further generally the task of Industrial and Commercial Reconstruction and Education.
- (ii) To give effect to the general policy, and principles contained in the Report of the Conferences held at Plymouth in March and April, 1918.
- (iii) To investigate industrial and commercial questions and social problems connected with industry and commerce, both in their general and local aspects.
- (iv) To help in forming similar bodies in Devon and Cornwall and, after the formation of such associations, to give and obtain information on matters of common interest.

3. Any resident in Devon or Cornwall who is interested in or associated with industry and commerce and who is willing to give general assent to the objects of the Association may be admitted as a member of the Association if his or her name is put before the Executive Committee by two Employers and two Trade Unionists, and if he or she obtains the support of three-quarters of the Committee.

4. An ordinary meeting of the Association shall, if possible, be held on the first Saturday in each month, at such time and place as may be determined by the Executive Committee.
5. The officers of the Association shall be as follows :—namely, a president, vice-presidents, a treasurer, and a secretary.
6. The first officers shall continue in office until the first annual general meeting of the Association, unless previously removed at a special meeting of the Association called for that purpose. At the first and each succeeding annual general meeting of the Association the Association shall elect officers for the ensuing year. Such officers shall hold office until the next annual general meeting, unless previously removed at a special meeting called for that purpose. Retiring officers shall be eligible for re-election, and shall hold office until their successors are appointed.
7. The business of the Association shall be conducted by an Executive Committee, which shall have control of all business carried on by or on account of the Association, subject nevertheless to such regulations or instructions as may from time to time be prescribed or given by a resolution of the Association at a general meeting; provided that such regulations or instructions shall not invalidate any act of the Executive Committee prior to the passing of such resolution or giving of such instructions.
8. The Executive Committee shall as far as possible consist of representatives of employers and trade unionists in equal numbers, and shall be made up of the officers, together with not less than six unofficial members of the Association.
9. The first unofficial members shall continue in office until the first annual general meeting of the association, unless previously removed at a special meeting of the Association called for that purpose. At the first, and each succeeding, annual general meeting, one-third of the unofficial members shall retire from office, and the Association shall elect such number of unofficial members of the Association, not being less than two, as the Association may determine, to serve upon the Executive Committee. Retiring unofficial members shall be eligible for re-election, and shall hold office until their successors are appointed. The unofficial members to retire in each year shall be those who have been longest in office since their last election. As between members of equal seniority in office the members to retire (in default of agreement) shall be selected from amongst them by lot.
10. If an officer or unofficial member of the Executive Committee dies, or resigns, in the interval between two annual general meetings, the Association shall appoint a person to fill the vacancy until the next annual general meeting.
11. An annual general meeting of the Association shall be held if possible in the month of May in each year, at such time and place as shall from time to time be determined by the Executive Committee.
12. A special general meeting may be called at any time by the Executive Committee, and shall be called upon a requisition in writing of any six members. Such requisition shall be sent to the Secretary and shall state the purpose for which the meeting is to be called.
13. Seven days' notice at least of every general and ordinary meeting, specifying the day, place and hour of the meeting, and, in the case of special business, the general nature of such business, shall be sent to the members entitled to be present, but an accidental omission to send such notice to any member shall not invalidate the proceedings at any meeting.
14. Each member of the Association shall pay a minimum half-yearly subscription of 2s. 6d.
15. New rules may be made, and existing rules amended, varied or rescinded, with the assent of two-thirds of the number present and voting at a general meeting of the Association specially called for the purpose.
16. All members of affiliated Associations shall be honorary members.

17. The Executive may invite persons who are not members to attend and take part in discussions on special occasions.

Publications published by this Association :—

“ Reconstruction of Industry.”

“ Discussion on Sir G. Newman’s Address on Woman Labour.”

“ A Co-operative Basis for a League of Nations.”

“ Employment of Women, Wages and Welfare Conditions in Plymouth.”

These can be obtained at either Messrs. W. H. Smith & Son’s, George Street, Plymouth; or of Major Waldorf Astor, M.P., 3, Elliot Terrace, Plymouth.

(4) **CONSTITUTION OF THE BRISTOL ASSOCIATION FOR INDUSTRIAL RECONSTRUCTION.**

1. The Association shall be called “ The Bristol Association for Industrial Reconstruction.”

2. The objects of the Association shall be as follows :—

- (i) To further generally the task of Industrial Reconstruction and Education.
- (ii) To give effect to the recommendations contained in the Report of the Conference held at “ Penscot,” Shipham, Somerset, on the 17th and 18th February, 1917.
- (iii) To promote better relations between employers and employees.
- (iv) To ascertain and consider, with a view of their removal, the causes which tend to create distrust and suspicion between employers and employees.
- (v) To encourage the organisation of industry so as to secure (a) joint control by the Associations of employers and employees; and (b) economic security and an equitable share in the wealth produced to all engaged in the industry.
- (vi) To encourage an investigation in the various trades with the object of acquainting the employers and operatives of the real conditions prevailing in their respective industries.
- (vii) To encourage more general industrial training for young persons on their entry into industry, so as to avoid undue specialisation during the period of adolescence.
- (viii) To encourage more careful instruction and training of supervisors, so as to ensure that the persons chosen shall possess both adequate technical knowledge and the requisite personal qualifications.
- (ix) To investigate industrial and social problems, both in their general and local aspects.

3. The officers of the Association shall be as follows :—namely, a president, two or more vice-presidents, a treasurer, and a secretary.

4. The first officers shall be as follows :—President, vice-presidents, treasurer, secretary.

The first officers shall continue in office until the first annual general meeting of the Association, unless previously removed at a special meeting of the Association called for that purpose. At the first and each succeeding annual general meeting of the Association the Association shall elect officers for the ensuing year. Such officers shall hold office until the next annual general meeting, unless previously removed at a special meeting called for that purpose. Retiring officers shall be eligible for re-election, and shall hold office until their successors are appointed.

5. The business of the Association shall be conducted by an Executive Committee, which shall have control of all business carried on by or on account of the Association, subject nevertheless to such regulations or instructions as may from time to time be prescribed or given by a resolution of the Association at a general meeting; provided that such regulations or instructions shall not invalidate any act of the Executive Committee prior to the passing of such resolution or giving of such instructions.

6. The Executive Committee shall consist of the officers, together with not less than six unofficial members of the Association.

7. The following members shall be the first unofficial members of the Executive Committee, namely :—

The first unofficial members shall continue in office until the first annual general meeting of the Association, unless previously removed at a special meeting of the Association called for that purpose. At the first, and each succeeding, annual general meeting, one-third of the unofficial members shall retire from office, and the Association shall elect such number of unofficial members of the Association, not being less than two, as the Association may determine, to serve upon the Executive Committee. Retiring unofficial members shall be eligible for re-election, and shall hold office until their successors are appointed. The unofficial members to retire in each year shall be those who have been longest in office since their last election. As between members of equal seniority in office the members to retire (in default of agreement) shall be selected from amongst them by lot.

8. If an officer or an unofficial member of the Executive Committee dies, or resigns, in the interval between two annual general meetings, the Association shall appoint a person to fill the vacancy until the next annual general meeting.

9. An annual general meeting of the Association shall be held in the month of June in each year, at such time and place as shall from time to time be determined by the Executive Committee.

10. A special general meeting may be called at any time by the Executive Committee, and shall be called upon a requisition in writing of any six members. Such requisition shall be sent to the Secretary and shall state the purpose for which the meeting is to be called.

11. An ordinary meeting of the Association shall be held on the first Monday in each month, at such time and place as may be determined by the Executive Committee.

12. Seven days' notice at least of every general and ordinary meeting, specifying the day, place and hour of the meeting, and, in the case of special business, the general nature of such business, shall be sent to the members entitled to be present but an accidental omission to send such notice to any member shall not invalidate the proceedings at any meeting.

13. Any person, who is willing to give general assent to the objects of the Association, may be admitted as a member of the Association, with the sanction of the Executive Committee.

14. Each member of the Association shall pay a minimum annual subscription of 5s.

15. New rules may be made, and existing rules amended, varied or rescinded, with the assent of the majority of the number present and voting at a general meeting of the Association specially called for the purpose.

Reports published by the Bristol Association for Industrial Reconstruction are :—

“ Report of a Conference of Bristol Employers and Trade Unionists on the Industrial Outlook.” Conference held in February, 1917, at Shipham, Somerset. Price 3d., post free 4d.

Report of a Conference on “ Works Committees,” held in April, 1918, at Shipham, Somerset. Price 3d., post free 3½d.

Report of a Conference on “ The Position of Women in Industry after the War,” held in March, 1918, at Shipham, Somerset. Price 6d., post free 7d.

All three Reports are obtainable at Freeman's Library, Union Street, Bristol.

(5) IRISH RECONSTRUCTION ASSOCIATION.

OBJECTS.

1. To organise in order to protect the interests of Ireland as an economic and social unit during the period of Reconstruction.

2. To examine critically all Reconstruction proposals concerning this country, and to formulate Reconstruction proposals for consideration in any sphere of industrial or economic life which does not seem to be receiving adequate attention.

to place before the industrial community of Ireland information on the and development of industries suitable to the circumstances of Ireland.

METHODS.

(a) INQUIRY into each head of Reconstruction by sub-committees of the Association conversant with the several subjects.

(b) PROPAGANDA with the object of forming a body of public opinion strong enough to give effect to the decisions based on the results of such inquiry.

MEMBERSHIP.

Membership forms may be had on application to the Secretary, Irish Reconstruction Association, 84, Merrion Square, Dublin. The *minimum* yearly subscription has been provisionally fixed at £1. As the work of the Association will necessarily involve a considerable expenditure, it is hoped that those who can do so will contribute liberally to its funds.

Publications.

"The Scope of Reconstruction in Ireland" (published).

To be published :

"Agriculture and Forestry."

"Development of Mineral Resources."

"Education."

"Financial Facilities for New and Existing Industries."

"Housing."

"Public Health."

"Poor Law."

"Power."

"Relations between Capital and Labour."

"Transport."

To be obtained at The Irish Reconstruction Association, 84, Merrion Square, Dublin. Price one penny.

(6) SOCIAL RECONSTRUCTION IN LIVERPOOL.

Published by Liverpool Council of Voluntary Aid. To be obtained at 14, Castle Street, Liverpool. Price one penny.

(7) MEMORANDUM ON VILLAGE SOCIAL COUNCILS.

The following method of forming a Village Social Council which has been tried in an agricultural village of 350 population, is an attempt to prepare for future reconstruction.

It is believed that it will provide a rallying point for all existing forces in the village which make for progress and have already done some work for the village, free from party and sectarian controversy, and be sufficiently elastic to embrace new initiative as it arises, without interfering with the special work of any section.

It claims to have given the village a council of experts, each representing some definite phase of village life.

The Council consists of a representative of each section of village life which has some definite object in view :—

The Parish Council, The Cricket Club, The Flower Show Association, The Friendly Societies, The Nursing Association, The War Savings Association, The Women's Institutions, The Allotment Holders, The Landowners, The Farmers, The Religious Bodies, Education Authorities.

The Objects are :—

To act as an advisory and consultative centre in matters affecting the welfare of the village. Reconstruction, etc.

To take an interest in and assist the efforts of the various organisations represented on the Council without interfering with their work.

To take steps to initiate organisation in any branch of village life not covered by some existing organisation.

To take control of the Village Club House, and to arrange that it shall be to the best advantage of all sections in the village.

To promote interchange of ideas between villages, and to take joint action in matters of common interest.

Proposals for reconstructing the social and economic life of our villages are attracting considerable attention at the present time, for it is felt that the welfare of rural England must depend on the prosperity and contentment of the villages, and that no scheme of agricultural development can succeed unless this fact is duly recognised.

Again the return of the soldiers to civil life in the villages, demands that every effort should be made to afford them a home life consistent with their wider outlook.

It may safely be said that there is one common need in every village, namely, the necessity for some central effective organisation able to express clearly without fear or favour the corporate views of the village on the coming efforts at reconstruction.

It is true that the conditions of no two villages are exactly the same, and it is dangerous to generalise, but in many villages there are those who would welcome any movement for the development of village life, and are seeking a basis upon which an effective system can be founded.

The old order whereby the parson or the squire was always expected to take the lead, or even to assume a kind of dictatorship in matters affecting village life is passing away and the time has arrived when any movement for village progress should arise, and be controlled by the whole village community.

Parish Councils although supposed to represent all the interests of village life, have, in fact, failed to take the initiative in development, and are often, in fact, far from being representative of progress, and are for various reasons far too much tied to their action to be able to provide the elasticity needed to meet the changing conditions. The fact that in the scheme mentioned below the Parish Council, the Statutory Parish Parliament is only included as one of many sections of parish life, does not mean that the promoters of the Village Social Council have given up all hope that Parish Councils may in future be made really effective Parish Parliaments. Such a change, however, would require an Act of Parliament and could not be undertaken at once in time for the present needs, and the villages may well be asked to experiment with a view to obtaining some valuable experience which may indicate what changes are needed in the Parish Council Act.

It would appear that if Parish Councils were given greater responsibilities, and the members were partly elected and partly co-opted so as to include those representing the various village activities they would still take the part in the villages for which they were originally intended.

One thing is clear, namely, that some method must be found to enlist the help of all that is best in our village communities if reconstruction is to be of permanent value.